

AUG 28 1984

84-3213

MEMORANDUM FOR: Deputy Director for Administration

FROM: Robert W. Magee  
Director of Personnel

SUBJECT: Retirement Plans--Options for Consideration

REFERENCE: Your memo, dtd 15 Aug 84, same Subject  
(DDA 84-2214/1)

1. In response to reference request, attached are a series of retirement options for consideration by the EXCOM during the first week of September. We have learned that retirement legislation will be a very complex subject with multi-faceted implications involving the CIA Retirement and Disability System (CIARDS), Civil Service Retirement System (CSRS), Social Security, Congressional reviews and Administration initiatives. Initial decisions on what actions we take will be very important to our ultimate success or failure in gaining essential retirement benefits for Agency employees.

2. As you know, we have been working closely with Hay Associates, the firm which is also under contract with the House Post Office and Civil Service Committee, to determine what alternatives are being considered by the Congress and those available to us. You will recall that earlier this year I gave a briefing to the DDCI on our retirement study. I strongly recommend that an updated version of that briefing be given to the EXCOM now that Hay Associates has completed its first phase study on this issue. I believe such a briefing would assist the EXCOM members understand the complexity of the retirement issues and recommend such a presentation serve as the lead in to discussions of the various options.

Robert W. Magee

Attachment: a/s

OP/EBS/ (28 August 1984)

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